Minutes

Of the

Special Meeting of the Japan Mission

of the

United Lutheran Church in America

Arima, Japan

September 11-12, 1924

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As it was not possible to finish the business before the Mission during the time allowed for the Convention, a special meeting was held at the close of the Convention for the consideration of matters which concern the Mission Chamber alone.

Sept. 11, 1924, 7:45 P.M.

The first session was opened with the singing of a hymn and with prayer by Rev. J. K. Linn.

MISSION MINUTES. On motion it was voted to publish in a separate pamphlet the minutes of this meeting, together with such items in the Convention minutes as concern only the Mission and the Mission's relations to the Board.

NOTE: This action was taken in order that the minutes of the Mission Chamber of the Convention proper might be made available to members of the Nenkwai as well as of the Mission.

(For the sake of convenience items of business transacted during the Convention will be given before the record of the Special Mission Meeting proper.)

Arima, September 6, 1924.

MISS. EX. COM. REPORT. The Secretary read the report of the actions taken *ad interim* by the Miss. Ex. Com., as follows:

REPORT OF THE MISSION EXECUTIVE COMMITTEE.

ASAJI. (Apr. 26, 1923.) In response to a request from Mr. Noboru Asaji through Rev. J. P. Nielsen, it was decided to grant his father the

sum of Yen 40 per month beginning with May, 1923, and continuing until the return of Mr. Asaji from America next year.

TOKYO—ORGAN. (May 11, 1923.) Voted that the Mission advance to Rev. A. J. Stirewalt the sum of Yen 100 with which to make arrangements for the use of an organ for the meetings held in the home of Mr. Shinsaku Tanaka, at Tsurumi, said amount to be returned without interest at the end of the year 1923.

POTTS—LEAVE OF ABSENCE. (May 22, 1923.) Voted that Miss Marion Potts be granted a leave of absence from Japan during the time of the 1923 summer vacation, in order that she may spend the time with her mother and sister in San Francisco.

KNUDTEN—TEACHING. (June 11, 1923.) Rev. A. C. Knudten was granted permission to teach three hours a week in the Tetsudo Gakko at Nagoya, it being understood that he should turn in to the Mission Treasurer the amount of remuneration received.

Actions of Karuizawa Meeting (Aug. 11, 1923):

TOKYO LAND. Voted that we ask the Board to give approval to and make provision for the purchase of a lot of 780 tsubo of land now available at approximately Yen 100 per tsubo, in Shin Okubo, a most desirable suburban section of Tokyo, said land, beyond the actual needs of the Tokyo church, to be considered in the nature of an investment; it being understood that the funds already appropriated for the purchase of land for the Tokyo church be included in this purchase price, and that the surplus land be disposed of as soon as a favorable sale can be made.

TREASURER. Voted that Rev. C. E. Norman's resignation as Treasurer to take effect December 31, 1923, be accepted, and that Dr. C. K. Lippard be appointed as Mr. Norman's successor to finish out the unexpired term.

COMMITTEE VACANCIES. Vacancies on various standing committees were filled as follows: (All to succeed Miss M. Powlas, absent on furlough.)

Girls' School Promoting Committee—Miss Marion Potts.
Rescue Work Committee —Miss Reba Hendrickson.
Women's Work Committee —Miss Marion Potts.

JIAI EN BUDGET SUPPLEMENT. Voted that we add to the Jiai En budget Yen 62 per month as from January of this year, said amount to be deducted from the Women's Evangelistic Budget for 1923.

KOBE COLLEGE. Voted that we reply to the communication from Kobe College with reference to our possibly cooperating with the American

Board and other Missions in the work of the higher departments of that institution: That our Executive Committee has read their communication with interest and sympathy, but that as our Mission does not meet again until next year, we are unable to give a definite reply to their proposals. However, we appoint Dr. C. K. Lippard as our representative to secure further information and to keep in touch with the project pending possible action by our Mission at some future date.

American School. Voted that we reply to the letter from the American School in Tokyo asking for a contribution from our Mission towards the Building and Endowment Fund of that school: That we are interested in the work of that institution and wish that we might see our way clear to make a favorable response, but that, inasmuch as we are already contributing to the support of Kobe Academy, and inasmuch as the urgent demands upon our Mission Board are at this time many and great, we are of the opinion that our Mission will be unable to do anything to help along this worthy project.

Kobe Academy. The Secretary was instructed to look up the correspondence of the Board with reference to the appropriation of ¥5,000 for Kobe Academy property, half of which has already been paid, and if necessary to make further inquiry of the Board as to whether or not they approved of the payment of the full amount.

Lady Missionaries. The Secretary was asked to communicate with the Board, reiterating the action of the Mission at its last meeting with reference to the urgent need of additional lady missionaries at the earliest possible date, and asking that if at all possible reinforcements be sent our even during this year.

Norman—Furlough. (Aug. 23, 1923.) Voted to recommend to our Mission Board that the Norman family be permitted to return to America at once, in order that Mrs. Norman may receive the necessary surgical attention there rather than be compelled to undergo an operation in Japan, where the cost is high and where the climate is unfavorable to an early and normal recovery. (This action was taken on the advice of Dr. M. H. Sutley, and in view of the fact that the Normans' furlough is due less than one year hence.)

Actions of Kyoto Meeting (Sept. 29, 1923):

Language Students' Location. It was decided that in view of unusual circumstances following the Tokyo earthquake and fire, an exception be made to the rule requiring two years' study in the Language School, and that each individual be allowed to choose between staying in Tokyo and going with the Language School to Kobe, whither it is being moved, at least temporarily, though the services of some of the former teachers will still be available in Tokyo.

FUKUOKA MISSION HOME. It was decided to offer the Fukuoka Mission Home to Rev. and Mrs. Hutchinson of the C. M. S. Mission at ¥90 per month for one year, or for a longer period by mutual agreement later on.

SEMINARY SITE. The Executive Committee decided that the responsibility for the investigation of locations and the purchase of land for the Seminary in Tokyo properly lies within the jurisdiction of the Kyushu Gakuin Zaidan.

BACH. Revs. Horn and Linn were asked to investigate and consult with Rev. D. G. M. Bach concerning (a) certain proposals he had made with reference to Shimonoseki property; and (b) his loss of freight in the Yokohama Customs House at the time of the earthquake and fire.

MEDICAL ALLOWANCE. By way of interpretation of the rule governing Mission medical allowance, it was decided that hereafter the following items will be allowed:

(a) Medical and surgical service.
(b) Medical and surgical supplies when furnished or prescribed by the physician.
(c) Nurse's service when necessary.
(d) *One-half* board and room rent while in hospital.

BUGDET. The 1924 Budget was considered and approved.

TOKYO RELIEF WORK. The Mission Board having forwarded the sum of ¥2,000 for earthquake relief, Rev. A. J. Stirewalt was appointed a committee of one to administer the funds received from the Board for this purpose, and was authorized to call upon others for assistance as may be needed.

CHILD ALLOWANCE. It was voted that we decline to accept the increase in child allowance recently granted by the Board, and that we ask them for a reconsideration of the matter. The Secretary was instructed to explain the reasons in a note, to the effect that the increase granted does not at all accomplish the purpose for which the Board stated it was given, and that without any substantial difference it puts the allowance for Japan on a different basis from that for other fields.

WOMEN'S TREASURER. It was decided that Dr. Lippard, the Mission Treasurer, be asked to continue to serve as the Women's Treasurer as heretofore.

PUBLICITY COMMITTEE. Miss Akard was elected to membership on the Publicity Committee in place of Mrs. Norman, resigned.

ZAIDAN MEMBER. Rev. C. W. Hepner was nominated and recom-

mended to Kyushu Gakuin Zaidan for membership in that body in place of Rev. C. E. Norman, resigned.

BACH—LOSSES. (Nov. 21, 1923.) Voted that Rev. D. G. M. Bach be reimbursed to the full extent of the loss of his property in the earthquake fire at Yokohama, whenever he submits a statement as to the amount of his loss, said money to be taken from relief funds furnished by our Board.

RELIEF WORK. (Nov. 21, 1923.) Voted to approve of the plans for relief work presented by the Committee on Relief, and that the committee be authorized to draw on the Board's relief funds as may be needed in carrying out such work, it being understood that the committee is to make financial and other reports to the Mission Executive Committee from time to time for its approval.

Note: In brief, the plans referred to above are those which were subsequently carried out in the erection of the Old People's Home and of the Widows' and Children's Home, both on the grounds of the Spanish Legation in Azabu, Tokyo.

RELIEF AUTO. (Nov. 21, 1923.) Voted that out of the funds provided for our Mission's Relief Work we buy an automobile, the service of which is to be divided between the Joint Christian Relief Commission and our own Relief Committee, without remuneration from the former except that it furnish the driver for both, it being understood that the auto belongs to our relief work and is to be disposed of by our Mission when such work no longer needs it.

RELIEF AUTO No. 2. (Dec. 26, 1923) Voted that the missionary in Tokyo be permitted to buy a Ford Sedan automobile at a cost of ¥2,150 plus the cost of a horn, speedometer, etc., borrowing from relief funds the amount necessary; and that we recommend to the Mission, when our next budget is formed, that an item be included to cover the cost of this car, and that said car be made an article of Tokyo station equipment; and also that while relief work continues, the maintenance expenses be borne equally by relief funds and by the Tokyo station regular Mission work funds.

Note: The purchase of this second auto was made necessary by the fact that a cooperative use of the first one proved to be unsatisfactory and impracticable.

Actions of Tokyo Meeting (Jan. 8-10, 1924):

TOKYO CHURCH LOT. Voted to approve the purchase of the additional lot of 117.4 tsubo adjoining the lot of 166.8 tsubo already purchased for the Tokyo church near Shin Okubo station. Note: The first lot was purchased on December 25th.

COMMISSION TO JAPAN. Voted to express our pleasure in the fact that the Board contemplates the sending of a representative to Japan and to assure him in advance of a hearty welcome; also to invite Dr. Knubel or some other representative of the Executive Board of the U. L. C. in A. to accompany him; and to suggest that they come soon and take time to study our situation thoroughly.

LIPPARD— NEWSPAPER EVANGELISM. After having listened to Dr. Lippard's statement with reference to his attitude toward the call that has been extended to him to take the managership of the Shinseikwan at Fukuoka, the committee instructed the Secretary to reply to the Newspaper Evangelism Committee that although our Mission has approved the project on condition of Dr. Lippard's willingness to accept the call, Dr. Lippard himself, after having considered the matter, states that for various reasons he finds himself unable to accept, and therefore with regret declines the call.

SIGNING DRAFTS. In response to the Board's request for the Mission to name a third man to sign drafts on the Board's Treasurer, the committee appointed the Vice-President, Rev. E. T. Horn to act in that capacity.

KUMAMOTO MISSION HOME. Voted to go ahead with building the second missionary home in connection with Kyushu Gakuin as soon as plans and specifications have been approved by the Board, and to ask the Treasurer to forward the money in instalments as needed.

SALARY REVISION. A sub-committee consisting of Revs. E. T. Horn and J. K. Linn and Miss Akard was appointed to study the matter of salaries and child allowances and report to the Executive Committee as soon as possible, this committee subsequently to make recommendations to the Mission.

RELIEF FUNDS. The Secretary was instructed to inform the Board that in view of the uncertainty of future developments in the relief work, the Mission desires them to hold the additional funds in hand awaiting future recommendation by the Mission or Executive Committee.

KYUSHU GAKUIN DEFICIT. Voted to cancel the Kyushu Gakuin deficit of ¥6,076.35 out of the 1923 Budget balance.

HARAMACHI REPAIRS. Voted to ask Misses Potts and Shirk to have done whatever repairs they consider necessary at the Haramachi house and to draw upon the Treasurer for payment of same. (Chiefly earthquake damages.)

SHIMONOSEKI PARSONAGE. Voted to consider favorably the proposition to build a house on our Shimonoseki church lot for parsonage and

church use, the money to be furnished by Dr. Inoue (a member of the Shimonoseki congregation), and to be returned to him by the Mission on a basis of payment of interest and rent for a specified period of years.

BUSINESS SECRETARY. Voted that we ask Miss Akard to consult with Miss Hendrickson about the work of a Business Secretary, to report to the Executive Committee, and, in case of her favorable consideration, to refer the matter to the Mission as a whole. In case of final approval this action is to go to the Board for their approval.

HAKATA EQUIPMENT. Voted to grant a bath tub as an addition to the Hakata parsonage equipment.

KNUDTEN—AUTO. Voted to grant Rev. A. C. Knudten's request for auto tax and running expenses for this year, leaving the matter of its continuance open for future consideration.

KNUDTEN—MEDICAL. Voted to grant Rev. A. C. Knudten's request for traveling expenses for himself and family to Peking for medical attention.

TOYOHASHI. In regard to a request for the purchase of a church lot for Toyohashi, it was decided to defer action.

SHIMONOSEKI LAND FUNDS. Voted that in view of the fact that Tokyo funds have already been used, the money for the Shimonoseki lot be considered as a loan from funds on hand. (Note: The Board had instructed us to draw temporarily on Tokyo funds.)

TOKYO PARSONAGE. Voted to ask the Board to approve of the erection of a parsonage on the Tokyo Church lot at a cost of approximately ¥10,000, the same to be built in such a manner as to furnish temporary quarters for church use, thereby saving the ¥120 per month now being paid out for rent.

JOINT EVANGELISTIC COMMITTEE. Rev. J. K. Linn's resignation as

a member of the Joint Evangelistic Committee was accepted, and Dr. C. K. Lippard was elected as his successor.

Tokyo Mission Home. Voted to ask the Board to send out as soon as possible ¥20,000 for the purchase of a Mission home lot in Tokyo.

Seminary Land. Voted that the Executive Committee reiterate the request recently made by cable for $25,000 for the purchase of land for the Seminary at Tokyo.

Kobe Land. Voted that a committee be appointed to investigate the matter of a church lot for Kobe, to make recommendation to the Executive Committee, and, in case of approval, the Board be asked to send out money for that purpose. The committee is to consist of Revs. Bach, Hepner, and Knudten, with Revs. Takimoto and Yonemura asked to cooperate. The first three are to act as a similar committee on the Kobe Mission home land proposition.

Property Needs. Voted to elect a committee of two to study and make recommendations concerning property needs for the whole field, with special reference to a comparison with the old Comprehensive Policy of five years ago. The committee consists of Revs. A. J. Stirewalt and J. K. Linn.

Transfer Relief Work. (Feb. 29, 1924.) Voted that we turn over to the Joint Executive Committee, and to the bodies which it represents, our entire relief work on behalf of earthquake disaster sufferers, together with the funds granted by our Board for this purpose.

Girls' School Matters. (Feb. 29, 1924.) Voted to approve the following recommendations of the Girls' School Promoting Committee:

"We hereby recommend to the Mission Executive Committee that arrangements be made for Miss Akard to take her furlough (due 1925) one year earlier, namely, from June, 1924, in order that she may have time for study and investigation of Girls' Institutions, and be back by the summer of 1925, in time to plan for the opening of the school in the following spring.

"And we further recommend to the Board, that in view of the great responsibility that the opening of the school will entail, as little deputation work as possible be required of Miss Akard during her stay in America, so that she may have time for rest and recuperation as well as for special study.

"We also recommend that Miss Marion Potts be given her furlough (due 1926) from April, 1925, in order that she may have her furlough and be back in Kumamoto before the opening of the school in the spring of 1926.

"Moved and carried that Miss Akard and Mr. Murakami are hereby authorized to consult with an architect in respect to general plans and estimates for buildings, as follows: Main Building with Chapel included (to seat 500), separate laboratory building, a dormitory to accommodate 60, together with dining room, kitchen, and bath; home for missionary ladies and home for head teacher; and a gymnasium.

"That we authorize the purchase of ¥500 worth of trees to be planted on the north and west of the Girls' School land.

"That we approve of calling Mr. Vories into consultation in regard to the general plan for the improvement of grounds and the arrangement and construction of buildings.

"We recommend that the affairs of the Girls' School be under the direction of a separate Zaidan.

"We recommend that the Zaidan shall have a membership of not less than three and not more than nine; that the missionary principal and Japanese head teacher shall be *ex officio* members of the Zaidan; that the original Zaidan shall be constituted of six members; that of the original membership (besides the two *ex officio* members) three shall be missionaries of the Japan Lutheran Mission of the United Lutheran Church and shall be nominated and elected by the Mission by ballot; and one shall be a Japanese member of the Nihon Fukuin Ruteru Kyokwai (Japan Evangelical Lutheran Church) and shall be nominated and elected by the Joint Executive Committee of that body; that in case the number of members of the Zaidan shall at any time be increased or decreased, such change shall be on the basis of the ratio between missionary and Japanese members in the original organization; that the Zaidan itself may at its discretion elect advisory members to sit with the Zaidan in session, without the right to vote; vacancies in the Zaidan shall be filled in a manner analogous to the manner in which the Zaidan shall have been originally constituted: namely, missionaries shall be nominated by the Mission and elected by the Zaidan; Japanese members shall be nominated by the Joint Executive Committee and elected by the Zaidan.

"That we request the Mission Executive Committee to immediately bring these recommendations in regard to the Zaidan to the attention of the Mission and Joint Executive Committee, and to make arrangements to have the members of the proposed Zaidan elected as soon as possible. As soon as these shall have been elected, they shall take the proper steps to secure permission from the government to form a Zaidan. However, inasmuch as from the time of their election, they should act as the Girls' School Promoting Committee, we therefore recommend that the present Girls' School Promoting Committee shall automatically be dissolved as soon as the personal of the proposed Zaidan shall have been properly established.

"That we request the Board to reply by cable in regard to the fur-

loughs herein recommended and in regard to sanctioning the proposal of sending Mr. Murakami to America.

A. Powlas—Furlough. (Feb. 29, 1924.) Voted that Miss Annie Powlas be granted her regular furlough from June, 1924, as recommended by the Women's Work Committee.

Potts—Temporary Location. (Feb. 29, 1924.) Voted that Miss Potts be stationed temporarily in Fukuoka, in case Miss Hendrickson becomes Business Secretary to the Mission, as recommended by the Women's Work Committee.

Note: This action with reference to Miss Potts was taken by the Mission Executive Committee through a mistake in procedure, as it properly belongs to the sphere of the Joint Executive Committee. The same is true concerning actions with reference to Misses Shirk, Matsuoka, Kanamori, Uyama, Hatanaka, Kondo, and Tomioka. These are omitted here, but see actions of the Joint Executive Committee dated March 17 and 18, 1924.

Women's Salaries. (Feb. 29, 1924.) Voted that Miss Akard be appointed to study the question of salaries of Bible women and kindergarteners, as recommended by the Women's Work Committee.

Shimonoseki Buildings. (Mar. 16, 1924.) Voted that we ask our Board to permit the Mission Shadan to contract with Dr. Inoue, a very active member of our Shimonoseki congregation, to supply the money to build a church and parsonage on our lot in Shimonoseki, the former to cost ¥11,800, and the latter to cost ¥2,000, or both at a total cost not exceeding ¥13,800; that the loan bear interest at the rate of six per cent per annum; that for the first, second, and third years we repay to Dr. Inoue ¥2,000 per annum, and that the remaining amount be repaid to him during the next seven years; and that it be expressed in the contract, that from the beginning the buildings are the unqualified possessions of our Mission Shadan.

Moji Repairs. (Mar. 16, 1924.) Voted to appropriate from the General Incidentals Fund in the Mission Budget an amount adequate to make necessary repairs on the Moji Chapel, it being understood that the amount required is approximately ¥240.

Architect's Fees. (Mar. 16, 1924.) Voted to appropriate from the General Incidentals Fund ¥180 in payment for architect's plans for the proposed church in Shimonoseki.

Knudten—Teaching. (Apr. 3, 1924.) Voted that Rev. A. C. Knudten be permitted to teach English conversation one hour a week in the Kinjo Eigo Gakko, Nagoya, in accordance with Mission rules governing such teaching.

MILLER. (May 21, 1924.) Voted that we respectfully call the attention of the Board to the educational needs of Dr. L. S. G. Miller's family, and request special consideration as provided for under Art. IV—3, page 5, 1920 Rules for Missionaries.

MILLER—AUTO. (June 3, 1924.) Voted to grant ¥350 to Rev. L. S. G. Miller for taxes and maintenance of automobile for the interval from March to December, 1924.

GRAY—HOUSE REPAIRS. (July 1, 1924.) Voted that the amount of ¥98.38 be granted to Rev. L. G. Gray for additional repairs to the house in which he is residing.

FURNITURE BUDGET SUPPLEMENT. (July 1, 1924.) Voted that the Furniture Committee's request for ¥1,000 for additional Mission home furniture for the ensuing year be granted.

FURNITURE BUDGET SUPPLEMENT—WOMEN'S. (July 1, 1924.) Voted that the Furniture Committee's request for ¥1,200 for additional Mission home furniture for the ensuing year, for lady missionaries, be granted from the Women's Budget.

FEDERATED MISSIONS DELEGATE. (July 25, 1924.) Voted that Miss Marion E. Potts be designated to represent our Mission at the 1924 Conference of the Federation of Christian Missions in Japan, in place of Miss Akard and her alternate, Miss Annie Powlas, both of whom are absent from the country.

(Note: See minutes of next session.)

September 8, 1924.

MISS. EX. COM. REPORT. The first item of business was the disposition of the report of the Miss. Ex. Com.

On motion it was voted to approve the whole report with the exception of the item concerning medical allowance, this item to be taken up for consideration at a later session.

(Note: See later action of the Mission on this point.)

September 9, 1924.

REPORT OF COMMITTEE ON HIGHER EDUCATION IN KYUSHU.

The Committee reported as follows:

There have been, so far as your Committee knows, no meetings of the Joint Committee on Higher Education during the past year. There is therefore nothing to report.

Respectfully,

(Signed) EDWARD T. HORN.

Voted to accept the report.

REPORT OF COM. ON CANADIAN ACADEMY. The Committee reported as follows:

CANADIAN ACADEMY ADVISORY BOARD.

Two meetings of the Advisory Board were held during the past year, at which your representative was present. Three items should be brought to your attention:

1. Some complaint was made about the teaching of history and geography to American students, because the British view-point was alleged to be in conflict with the American text books, consequently some American patrons were dissatisfied with the course given in these subjects at this institution. However, the representatives of the Academy not only gave attention to this complaint, but earnestly requested American members of the Advisory Board to use every means to enable the institution to secure able teachers in these subjects from the United States of America. Hence, we may be assured that those in charge desire to give full satisfaction to American patrons.

2. In order to liquidate the indebtedness of about ¥47,000 on the buildings of this institution, two recommendations were made:

(a) A levy of ¥20 per pupil under the head of "equipment." If two from the same family ¥30, which should be the maximum levy on any one family.

(b) An increase of 20% on fees. This measure will enable the school to balance its budget in the course of a few years, provided all promises from the several Missions are paid.

3. Our pledge of ¥5,000 toward the building fund, ¥2,500 of which has already been paid, was greatly appreciated, and your representative earnestly hopes that the remaining ¥2,500 may be remitted as soon as convenient.

Believing that this institution is worthy of our patronage, and feeling that the management desires to give us the best service.

Yours,

CHAS. W. HEPNER,

Representative on C. A. Board.

Voted to accept the report and refer it to the Reference Committee.

REPORT OF THE WOMAN'S WORK COMMITTEE.

The Com. reported as follows:

The Woman's Work Committee wishes to report the following concerning beneficiary students.

Ishitani Tsuruo San was discontinued as a Bible Woman and was obligated to return to the Mission ¥570, toward the cost of her education.

Ikegami Aiko San was released from obligation to the Mission at her own request, but was asked to return to the Mission ¥239, the amount thus far spent upon her education.

There are now two girls in school, Inui San, who graduates as a Bible Student in 1925, and Saito San, who graduates as a kindergartner, also in 1925. Then from this month two girls, Kondo Yasuko San and Tomioka Yoneko San, will enter the Glory Kindergarten Training School in Kobe.

On their graduation from Kindergarten Training School in March, 1924, Matsuoka Masako San was appointed to the Kurume Kindergarten and Kanemore Mitsuko San to the Ogi Kindergarten.

From June, 1924, Hatanaka Tsuya San has been lent as Bible Woman to Tokyo and Uyama San has been appointed as Bible Woman to Fukuoka. These two girls have just graduated from Bible Training School.

Ushijima Sakae San who had been taken on as a beneficiary student in preparation for work in the Girls School asked to be released and her family has already returned to the Mission the money lent her.

Since the last Convention, Miss Maude Powlas, Miss Annie Powlas and Miss Akard have returned to America on furlough, and Miss Reba Hendrickson has been loaned as Business Secretary to the Mission. Miss Shirk has been appointed to Fukuoka and Miss Potts to the same place temporarily.

The Committee wishes to offer the following resolutions:

1. That the salaries of Kindergarten teachers be increased, and that the scale be as follows:

Head Teacher, trained,	¥42.50	per month	to begin with.
	47.50	"	after two years.
	57.50	"	after seven years.
Second Teacher, trained,	37.50	"	to begin with.
	42.50	"	after two years.
	52.50	"	after seven years.

Untrained teachers to be paid according to their experience, their salaries to be decided by the missionary in charge or a committee appointed for that purpose.

2. That we reiterate our request to the Mission Board to send out speedily more single woman missionaries. (The Mission is asked to specify the number and kind of workers needed.)

Voted to accept and refer to Ref. Com.

Report of Furniture Com. The Chairman of the Com. rendered a detailed report of the work of the Com. during the year.

On motion it was voted that we accept the report and refer it to the Refer. Com. with the understanding that they are to recommend what shall be done with the report and what parts of it shall be included in the minutes.

Report on Kobe College. The following report was presented by Dr. C. K. Lippard, our Mission representative appointed to keep in touch with the proposition of our possible cooperation in the work of Kobe College for Women:

REPORT OF COMMITTEE TO CORRESPOND WITH KOBE COLLEGE CONCERNING CO-OPERATION.

Your Committee appointed to negotiate with Kobe College concerning the Union enterprise proposed by that College was invited to look over the entire plant of Kobe College with the object in view of reporting to our Mission all the facts in connection with this work. In July, the President of the College conducted your representative thru the School, served a fine lunch, and explained the situation as thoroughly as could be wished for.

This school now owns property to the value of 1,000,000 yen in Kobe City and at Akashi, a city West of Kobe. It is the only school of College grade in West Japan, and it is the only school outside of Tokyo that is allowed the use of the term "daigaku" for its highest course. Every full time teacher in this school is a Christian, two of the men teachers and three of the women teachers were educated in America.

The enrollment in Junior and Senior departments is 200. At the end of March, 1924, 48% of these students were Christians.

Chapel attendance is required. Bible Study required. Sunday School work, Y.W.C.A. and Temperance Society work is done by students.

The school at present is under the control of a Board of managers nominated by the Mission of the Congregational Church and ratified by the Woman's Board of Missions of the Interior.

It is proposed to place this school under the management of a Zaidan Hojin, which will be responsible to the Alumnae Koenkwai of the College and the Woman's Board of Missions of the Interior, or its representative which is the Kobe College Corporation of Chicago.

A copy of the proposed Zaidan Hojin for Kobe College is here appended.

This college has now proposed a plan of co-operation for other missions that may desire to operate with it in educational work, and our Mission is requested to give this matter full and sympathetic consideration.

The following tentative proposition for co-operation in Kobe College was drawn up at an open meeting of the Kobe College Board of Managers November, 1923. It reads as follows:

Respectfully Submitted,

(Signed) C. K. LIPPARD.

Voted to receive the report as information.

September 10, 1924.

The Com. on New Business brought in the following items:

1. FENCE—KUMAMOTO. On recommendation it was voted that the sum of ¥500 be allowed from the 1924 Budget for General Incidentals for 20 ken (120 feet) of brick fence; and ¥500 be allowed from the same item for filling in the ground and raising the old fence at the new residence being built on the land adjacent to the Harper Memorial Home.

2. BUILDING PLANS. Voted to approve the recom. brought in by the Com. on New Bus. as follows:

Whereas, our Foreign Mission Board has frequently called our attention to the necessity of sending all building plans to America for the Board's approval, even tho the Board has already in each case, approved a definite amount of money for the buildings to be erected, and,

Whereas, we, the members of the Japan Mission, are unable to understand why the Board should be quite so strict in this requirement, because,

(1) We, whom the Board has called and set apart for the work in Japan, and have given many years of service on the field should know better than any others what kind of buildings are best suited to meet the peculiar needs in Japan, needs that can not be understood by those who have never been in Japan.

(2) Buildings can not possibly be erected satisfactorily and economically if it is necessary to send plans so far and wait two to four months for approval or disapproval.

(3) Upon investigation, so far as we can find, there are no missions in Japan required to send plans to America for the approval of the Home Board, except several of the Women's Boards.

(NOTE: This does not mean that there are no Missions sending plans to their Boards in America, but that, as a rule, when plans are sent to America, they are sent for the Board's information and not for the Board's approval, the Mission being at liberty to go ahead with the actual building operations without waiting for the Board's reply, if the work can be done with the amount of money already granted by the Board.)

Therefore, be it resolved, that we respectfully request our Board to grant our Mission the right to erect buildings according to plans approved by the proper committees on the field without waiting for the Board's approval of the plans of such buildings as the Board has authorized, and for which money has been granted, and further, that we will gladly send plans for their information, as we can easily understand that they would want to know what kind of buildings are being erected.

3. MEDICAL ALLOWANCE. Recommended and voted that section "(d)" under the item on "Medical Allowance" of the Mission Exec. Com.'s report be revised to read: "Board and room while in hospital."

4. DENTAL BILLS. A substitute motion to a recommendation brought in by the New Bus. Co. was carried, as follows: that we recommend to the Board that all dental bills be paid.

5. GRAY—FURLOUGH. Recommended and voted that as the furlough of Rev. L. G. Gray is due in 1926, the Mission request the Board to grant the same.

6. KOBE LUTHERAN MISSION HOME. On recommendation of the Com. the Mission voted its approval of Dr. Lippard's proposal, as follows:

Whereas one important duty of a missionary opening work in a large city is that of finding and making contacts, and of making his work known in the community,

And whereas this necessary publicity work is almost impossible in stations with absolutely no equipment and no working force, such as Kobe,

And whereas wanderers and people in distress are constantly applying for refuge or a temporary home so that some bedding has already been purchased and is kept in our "kogisho" for such people,

And whereas Lutherans, both Japanese and foreign are always passing thru Kobe and a place to lodge such is greatly needed,

And whereas tourists on ships often wish to see our work, and much of our time is spent meeting boats and conveying such tourists about, but with no opportunity of quietly talking to them or impressing upon them the needs of the Lutheran Mission in Japan, as could be done if a proper stopping place could be provided for them.

And whereas a small working fund has been handed us personally for any work we may choose, so only rent would be asked of the Mission,

And whereas a suitable house next door to the residence of the Kobe missionary is now for rent for Yen 100 per month, so the missionary could use his own home in conjunction with this house, for this work.

Be it resolved: That a Lutheran Mission Home for transients and tourists, both foreign and Japanese, be opened in Kobe. That this home be in charge of Mr. and Mrs. Lippard. That rent for an extra house, up to the amount of ¥1,200 be provided for the next year from Mission funds, and that, after that period of time, if found to be unprofitable the home be discontinued.

(Signed) C. K. Lippard.

7. Omuta Chapel and Parsonage. On recom. of the Com. the Mission acted favorably on proposals made by the Omuta congregation, through the associated missionary, Rev. J. K. Linn, with reference to a building plan, the main features of which are as follows:

Total cost including furnishings (approx.)		¥7,000
(57 tsubo @ 125.00) "		500
Sale of old house at Asahi Machi "	2,000	
From Omuta congregation	1,000	
Balance on hand from land fund	1,225	
Request from Mission Board	2,775	
	500	
	¥7,500	¥7,500

8. Hepners—Teaching. Recom. and voted to approve of the request of Rev. C. W. Hepner to be allowed to accept an invitation from the Principal of the Osaka Girls' High School for him and Mrs. Hepner to teach three hours a week each, the remuneration for the six hours said to be at the rate of ¥30.00 per month.

The following items were later presented by the Com. on New Bus.:

1. Schillinger-Boys' Work. Recommendation that Mr. Schillinger be allowed to draw ¥500 of the money received for teaching in the Kurume Commercial School to be used for camp equipment and other equipment for boys' work in the Saga field.

An amendment was made to leave out the reference to the source of the money and to grant the amount asked for the purpose asked.

Approved as amended.

2. Kobe College. Voted that we have heard with pleasure the proposition made by the Board of Directors of Kobe College for cooperation in their school work, but we regret that our Mission cannot at this time give a definite answer. We are taking the matter up with our Mission Board, however, and trust that the way may be left open for further negotiations.

3. Mission Rules. Voted that the Rules and Regulations of the Mission be printed in pamphlet form and a copy be furnished each missionary on the field and each new missionary as he arrives.

4. Rev. F. D. Smith. As a substitute to a motion made by the Com. it was voted that the Mission request the Board to recall Rev. F. D. Smith to service in the Japan Mission, with the understanding that if he accepts the call he will be appointed to the Toyohashi Station.

September 11, 1924.

The next order of business was the reading of various reports.

Girls' School Report. Dr. Lippard read the report of the Directors of Kyushu Jo Gakuin (Girls' School) as follows:

Inasmuch as the Girls' School Promoting Committee was automatically dissolved when the Board of Directors of this School was constituted it is necessary for your Committee to report upon the work accomplished by the Girls' School Promoting Committee as well as upon the work done by the present Committee.

The following is a summary of the work done by the Girls' School Promoting Committee:

(1) A tract of land in the city of Kumamoto containing approximately 10,200 tsubo was purchased for the school site at a cost of ¥71,200.00 and was properly registered in the Mission Shadan.

(2) The Committee recommended the home Board to allow this land to be held by a Separate Board of Directors especially appointed by this School.

(3) The Committee recommended that Miss M. B. Akard be the Dean of the School and Mr. J. Murakami head teacher. Miss Akard and Mr. Murakami were regularly elected to these respective offices by the Mission. They are now in America preparing themselves more fully for the special work they have to do in the School. With this work accomplished the Girls' School Promoting Committee ceased to function and the present Committee known as the Board of Directors of Kyushu Jo Gakuin came into being.

The Board of Directors of Kyushu Jo Gakuin has met twice in Kumamoto to study building plans prepared by Mr. J. W. Vogel of Shanghai. These plans are now before you for inspection and criticism.

The plans agreed upon call for an expenditure of approximately ¥349,950.00. Of this amount ¥272,950.00 are needed for the main building, one unit of the dormitory, the Principal's residence, and the Dean's residence. ¥77,000.00 is designated for architect's fee, overseer's salary, temporary gymnasium, initial equipment, grading and emergencies.

To facilitate building operations your committee has requested the Board at home to send out at once the entire amount of cash on hand for this school.

Revs. E. T. Horn and I. Miura have been appointed the building committee to superintend the erection of all buildings at this school.

The prayers of the Mission and of the church at home are desired that the Board of Directors of Kyushu Jo Gakuin may be guided at every step in pushing forward the building of this school to a successful and speedy completion.

Respectfully submitted,

Board of Directors of Kyushu Jo Gakuin
C. K. Lippard.
I. Miura.
Marion E. Potts.
Edward T. Horn.

The report was received as information.

Publicity Committee Report. The following report of the Pub. Com. was read and received as information.

REPORT OF THE PUBLICITY COMMITTEE.

The committee met for organization after the Kumamoto convention, and decided to carry on the work assigned to it by dividing the activities of the committee in four parts. One member was to be responsible for the proper contributions to the Foreign Missionary, another for those to Woman's Work, another was to be responsible for a monthly news letter, and another was to see what could be done toward publicity in the Lutheran. The individual members of the committee have done all they could toward a successful presentation of the Japan field in these ways, but must report with regret that the members of the mission as a whole have failed in their responsibility to support the committee by writing the articles requested of them. Although we are busy in our work, the tendency to feel that writing these articles is outside of our work, should under no circumstances be allowed to become a part of our thinking. We and our lives belong to those at home as well as the millions in Japan.

Another avenue of publicity open to the committee is the Special Japan Number of the Foreign Missionary. The preparations of your committee for this issue looked forward to not only a paper of the kind which has been usual for some years past, but to a reprint in the form of a pamphlet, which could be placed before the church as a reference magazine. Although the materials presented to our Board have been changed to a considerable extent in the process of printing, we feel that the many months of planning have not been in vain. The purpose in mind was a pictorial and concise informational booklet, built up on the principal of a college annual, but inasmuch as the money to make such

a thing a success is lacking, our efforts have been limited to the reprint given out by the Board. We believe that the incoming committee can make a good contribution to the literature on Japan if they can secure the necessary financial backing to put out a permanent and imposing book that can be sold thruout the church at home, that will find a place in the regular stock of our publication houses, rather than only in the files of the Mission and of the purely missionary agencies of our church at home.

Respectfully submitted,

Mrs. M. L. Gray.
G. W. Schillinger.
A. C. Knudten.

Tokyo Equipment Report. Rev. Mr. Stirewalt reported on various matters of land and equipment that have come up in connection with the Tokyo work during the past year, and the report was received as information.

Statistician's Report. Rev. Stirewalt reported also as statistician, and his report was received as information.

Shimonoseki Land Balance. On motion it was voted: That we request the Board to send out ¥15,000 to repay the loan made for the Shimonoseki Church lot.

The Reference Committee's recommendations on the President's Report, the Women's Work Committee's Report, and the Property Committee's were approved as follows:

REPORT OF REFERENCE COMMITTEE.

The Reference Committee wishes to submit the following resolutions and recommendations suggested in the various reports that have been handed to us:

PRESIDENT'S REPORT.

(1) Whereas, God in His divine providence, has called from our midst to her Heavenly Home one of our beloved co-laborers, Mrs. Watanabe, wife of Pastor Watanabe of Saga, be it resolved,

(a) That, we extend our heartfelt sympathy to the bereaved husband and children, commending them to our Heavenly Father in prayer in the assurance that, though His ways are past finding out, He doeth all things well.

(b) That, these resolutions be recorded in our minutes and a copy of the same be sent to Pastor Watanabe.

(2) Whereas, God in His divine providence, has called from our midst to her Heavenly Home one of our beloved co-laborers, Mrs. Okuma, wife of Pastor Okuma of Shimonoseki, be it resolved:

(a) That, we extend our heartfelt sympathy to the bereaved husband and child, commending them to our Heavenly Father in prayer in the assurance that, though His ways are past finding out, He doeth all things well.

(b) That, these resolutions be recorded in our minutes and a copy of the same be sent to Pastor Okuma.

(3) Whereas, we have learned with deep sorrow of the serious illness of Mrs. Aoyama, wife of Pastor Aoyama of Kobe, be it resolved,

That, we assure Rev. and Mrs. Aoyama and family of our sincere sympathy, and prayers for the restoration to health of the beloved wife and mother and that God may comfort and strengthen them in their time of trial.

(4) Whereas, we have learned with much sorrow of the illness of Mrs. Yoshida, wife of Pastor Yoshida of Moji, be it resolved,

That, we assure Rev. and Mrs. Yoshida of our sincere sympathy, and prayers for the restoration to health and strength of Mrs. Yoshida and that God may comfort them in their hour of trial.

(5) Whereas, it has pleased Almighty God, in His inscrutable providence, to call from earth our dear friend, Mrs. Beegle, Secretary of our Women's Board, we, the members of the Japan Mission of the United Lutheran Church in America, do hereby pass the following resolutions:

(a) That, it is with deepest sorrow that we have received the news of the sudden death of Mrs. Beegle.

(b) That, as a co-laborer in the work of the Kingdom and for many years as Secretary of the Women's Board, we mourn her loss.

(c) That, we render thanks to God for her many years of service and untiring efforts in behalf of the Japan Field.

(d) That, we herewith send our condolences to the Board of Foreign Missions of the United Lutheran Church in America on the loss of one of its esteemed associate members, and to the Women's Missionary Society on the loss of their beloved Secretary, assuring them of our prayers that God may bless the work His faithful servant has been called to lay down.

(6) Whereas, it has pleased Almighty God, in His inscrutable providence, to call from earth our friend, Rev. M. M. Kinard, D. D., for many years a most faithful member of the Board of Foreign Missions of our Church, we, the members of the Japan Mission of the United Lutheran Church in America, do hereby pass the following resolutions:

(a) That, it is with deepest sorrow that we have received the news of the sudden death of Dr. Kinard.

(b) That, as a co-laborer in the work of the Kingdom and for many years a member of the Board of Foreign Missions, we mourn his loss.

(c) That, we render thanks to God for his many years of service and labors for the extention of the Kingdom in Japan.

(d) That we herewith send our condolences to the Board of Foreign Missions of the United Lutheran Church in America on the loss of one of its esteemed members, and to the bereaved wife in this time of great sorrow.

(7) Resolved, that we again urgently request our Board to make every possible effort to send to the Japan field, during the coming year, the following missionaries:

For the Girls' School: 1 Music Teacher, 1 Gymnastic Teacher, 1 Domestic Science Teacher.

Three single ladies for evangelistic work with kindergarten training, if possible.

Two ordained missionaries.

(8) Whereas, there is such a great need for pastors, evangelists, Bible Women and Kindergarten Teachers, be it resolved,

That, we make a special effort to lay upon the hearts of our young people the urgent call to Christian service, and that in cooperation with the Christian Council of Japan we designate Sunday, October 20th, as a special day for prayer and the presentation of this cause in all our churches.

(9) (Substitute motion offered on the floor of the Convention was adopted as follows):

Resolved, that as a Mission we become a member of the National Christian Council of Japan.

WOMEN'S WORK COMMITTEE'S REPORT.

(1) Resolved, that the salaries of Kindergarten Teachers be increased and that the scale for salaries be as follows:

(A)	Head Teacher (trained),	¥42.50 per month at first.
	After 2 years,	47.50 " "
	After 7 years,	57.50 " "
(B)	Trained Teachers,	¥37.50 per month at first.
	After 2 years,	42.50 " "
	After 7 years,	52.50 " "

(C) Untrained teachers to be paid according to their experience, their salaries to be decided by the missionary in charge, or a committee appointed for the purpose.

PROPERTY COMMITTEE'S REPORT.

Inasmuch as the present rules governing buildings and furniture for the Mission, as recorded on page 25, article 12 of our 1921 Minutes call for one committee to deal with greatly varied responsibilities, be it resolved,

(1) That this Committee be discontinued and the present rules be rescinded.

(2) That a Building Committee of three members be elected:

(a) To examine and approve, in consultation with the missionary or missionaries in charge, all plans and specifications of all churches, kindergartens, homes and other general buildings, except those under a school "Zaidan" or a regularly appointed committee, and send such plans and specifications to the Board, if so desired.

(b) To be responsible for letting the contract and having properly supervised all building operations as approved.

(c) To administer all funds for such building operations.

(d) To consider and take action on all major repairs and upkeep. Major repairs to be interpreted to mean work that amounts to more than ¥200.00 during the fiscal year on mission owned homes, and ¥100.00 on rented homes. (Such repair work shall not be of such a nature as to change the plan of the house, all such changing of the general plan of the house being covered by item (e).

(e) To consider and take action in regard to all alterations and improvements, namely, changing or adding to any thing in the house or on the premises, even tho money for the same may be included in the station budget.

(3) That a Furniture Committee of three members be elected and that the duties and regulations governing this committee shall be as at present.

Respectfully submitted,

L. S. G. Miller,
Reba Hendrickson,
A. C. Knudten.

(This report is in the final form as adopted by the Convention.)

Adjournment with prayer by Dr. Lippard.

September 12, 1924, 9:00 A.M.

Devotional services were conducted by Rev. J. P. Nielsen.

On account of the short time remaining, it was voted to limit the time of discussion to two minutes, no one to speak more than twice nor then until all who wish to speak have had an opportunity to do so.

Convention Expenses. Voted to approve the Treasurer's payment of ¥677.56, the total amount of the Mission's share of the Convention hotel expenses.

Canadian Academy Appropriation. The following resolution presented by the Treasurer was adopted:

> Whereas, the Mission should pay to the Canadian Academy ¥2,500.00 to fulfill its promise made in 1922.
>
> And whereas, the Board has asked us to take some action concerning this matter be it Resolved, that we ask the Board to sanction the drawing of $1,062.50 and explain to the Secretary for Japan that the payment of said amount was justified in view of the fact that the full budget for 1923 was not drawn.
>
> The New Bus. Com. rendered a report and its recommendation were adopted as amended:

1. Station Equipment. In view of the fact that a number of *Stations* in our evangelistic work have only partial, or no, property equipment, be it Resolved: That we ask our Board to appropriate, for this purpose, each year, the amount of ¥50,000, and as much more as it may from time to time be able to appropriate to be known as a Special Property Fund, for the acquisition of land, and the erection of suitable church buildings, parsonages, and missionary homes; however, this fund shall not take the place of special requests that will be made from time to time for necessary equipment.

2. Shimonoseki Property. Inasmuch as the building project at Shimonoseki has been approved by the Board and money appropriated for the purpose:

> And whereas: the delay of two or three months will probably necessitate postponement till next summer because of weather conditions;
>
> And whereas: the church at this place has been without a chapel since April this year;
>
> Be it resolved, 1) that we authorize the preparing of the *lot* for building awaiting the decision of the Board as to the actual plans;
>
> 2) that the cost of this be defrayed out of the regular budget if the Finance Com. can grant it.

3) that the Building Committee be asked to pass on the plans and put them into the hands of the Board *at once* requesting a telegraphic reply.

Respectfully,

D. G. M. BACH.

3. COOPER ESTATE. Whereas, in the will of a beloved friend of the Japan Mission, Mr. J. E. Cooper of Winchester, Va., a certain amount has been left for Foreign Missions, and

Whereas, Mr. Cooper was the "Friend" who paid Rev. Hepner's salary for a number of years, therefore, Be it resolved that, because of Mr. Cooper's close connection with the founding of our Osaka Church, we request the Board to grant the total of this bequest for a church building at Osaka, or a memorial to Mr. Cooper.

4. BENEFICIARY COMMITTEE. Be it resolved, that the present Committee on Beneficiary Education be dissolved and the duties of this Committee assigned to the faculty of the Theological Seminary.

5. OLD AUTO. A substitute to the Committee's recommendation was adopted to the effect that the matter of disposing of the old auto at present in storage in Tokyo be left to the discretion of the incoming Miss. Ex. Com.

6. GREETINGS TO CONVENTIONS. Resolved, that the incoming Executive Committee be instructed to send appropriate brief messages by cable to the United Lutheran Church in America while in session at Chicago in October and the Women's Convention while in session at Salisbury, N. C.

7. KOBE PROPERTY. The following proposition made by Dr. C. K. Lippard with reference to the needs of church property in Kobe was taken up for consideration:

KOBE CHAPEL SITE PROPOSITION.

Whereas:

(1) Our present preaching quarters are a distinct disgrace to our American Lutheran Church which is responsible for our existence on this field.

(2) There is a great field for service in the part of the city where our mission is located, if we have the proper equipment for such work as we can do there.

(3) Being in the industrial part of the city all buildings are small and it seems impossible for us to rent larger quarters. And even if we could rent a larger house we could not easily equip it for the work we have to do without great expense.

(4) The committee selected by the mission to investigate the

Kobe field, and especially the field in which we are now, has approved of our present location.

(5) There is a lot for sale at approximately 100 yen per tsubo, in the immediate neighborhood of our church, only one block from the main car line of Kobe City and suited to our purpose. The lot contains about 265 tsubo. There is only one church of another denomination in that part of the city. But this church occupies the lot that we always wished to buy for our own church and is a constant challenge to our people. There is room for us both. As far as we know there is no overlapping and the thousands around us could never be housed by the greatest efforts that both churches could put forth.

Be it Resolved,

(1) That we request the Mission Board to forward that part of the Foreign Mission Forward Fund as was designated for Kobe at once, and that the lot of approximately 265 tsubo at Go Ban Cho, Ni Chome, Kobe, be purchased at approximately ¥26,500.00 and registered in the Mission Shadan.

(2) That as soon as funds can be realized a chapel suited to the community, containing kindergarten rooms, reading rooms, and rooms for daily classes in cooking, sewing, and other forms of institutional work be erected.

(Signed) C. K. LIPPARD.
Missionary in charge.

After discussion it was voted that the Mission approve the proposition and make request to the Board for the amount of money involved.

8. GIRLS' SCHOOL TRUSTEES. Referring to correspondence from the Board under date of May 23, 1924, the Mission voted to ask the present Board of Trustees of the Girls' School to take up correspondence with the Board and explain the situation with reference to the previous decision of the Mission to have a separate Zaidan for the Girls' School at Kumamoto.

9. DELEGATES TO U. L. C. CONVENTION. Rev. C. E. Norman was elected to represent the Mission as its delegate to the Convention of the U. L. C. at Chicago in October.

10. K. G. ZAIDAN MEMBERS. The terms of three members of the K. G. Zaidan having expired, and only two members more being needed to fill up the required number in view of the previous election of Japanese members, Rev. A. J. Stirewalt and Rev. E. T. Horn were nominated to the Zaidan for re-election.

A motion from the floor was carried as follows:

OSAKA PROPERTY. That we request the Board to send to Japan at

once that portion of the Forward Movement Fund (which has been already realized) designated for the purchase of property and equipment in Osaka.

Tokyo Mission Home. The Mission voted to entertain proposals made by Rev. A. J. Stirewalt with reference to the purchase of land and the erection of a house in Tokyo for missionary use, same to be financed as a private enterprise.

Salary and Child Allowance. The sub-committee of the Mission Ex. Com. appointed to study the revision of the scale of salaries and child allowances rendered a report at this time but as the noon hour was at hand the meeting was adjourned.

Prayer by Rev. C. W. Hepner.

September 12, 1924, 2:00 P.M.

Opened with prayer by Rev. E. T. Horn.

Salary Revision. (Continued.) After discussion it was voted to refer the findings and data of the Com. to the incoming Mission Ex. Com. in collaboration with Rev. J. K. Linn, a member of the special sub-committee, to work out concrete proposals to be presented by mail to the Mission for approval before being forwarded to the Board.

Budget. The 1925 Budget was approved as follows:

Mission Budget.		
Missionaries Budget	¥31,424.	
Mission General Budget	85,982.	
Evangelistic Budget.		
Station Budget	59,104.	
Evangelistic General Budget	14,800.	
Total Men's Budget		¥191,310.
Women's Work Budget.		
Evangelistic Station Budget	1,231.	
Evangelistic General Budget	1,506.	
Women's Work Mission Budget.		
Missionaries Budget	3,700.	
General Budget	4,495.	
Institutional Budget	18,494.	
Total Women's Budget		29,426.
Grand Total		¥220,736.

On recommendation of the Nom. Com. the following were elected:

Property Com.	Rev. J. P. Nielsen, Rev. E. T. Horn, Dr. L. S. G. Miller.
Furniture Com.	Rev. L. G. Gray, Miss Helen Shirk, Mrs. C. E. Norman.

Final adjournment took place at 3:00 P.M. with the closing prayer by the President, Rev. A. J. Stirewalt.

APPENDIX

The following is a condensed list of actions taken *ad interim* by vote of the Mission as a whole:

1. Voted to approve of the purchase of a church lot of 187.9 tsubo in the city of Shimonoseki, and to ask the Board to approve of its purchase, and to receive and transmit to us the full amount of funds for this purpose in the hands of the Danish American Board, and to add, or have added, to it such amount as may be necessary to make up the full amount needed, say, ¥14,000; also in order that there may be no loss through delay, that we ask the Board to cable us its approval.

2. Voted to approve of Rev. G. W. Schillinger's teaching English five hours a week in the Kurume Commercial School, said hours to be on the day on which he regularly goes to teach his English Bible Class.

3. Voted to approve the nomination by the Girls' School Promoting Committee, of Miss Martha B. Akard for the position of Principal of the new school.

4. Voted to approve the nomination by the Girls' School Promoting Committee, of Mr. Jiro Murakami for the position of Head Teacher in the new school.

5. Voted, on recommendation of the Girls' School Promoting Committee, that, inasmuch as Miss Marion Potts has not yet definitely been appointed to her work, the Mission appoint her to take up her work in the new school as soon as her third year of language study shall have been completed, her particular work in connection with the school to be designated later.

6. Voted to approve the following recommendations of the Girls' School Promoting Committee:

(1) "That the affairs of the Girls' School be under the direction of a separate Zaidan.

"That the Zaidan shall have a membership of not less than three and not more than nine.

"That the missionary principal and the Japanese head teacher shall be *ex officio* members of the Zaidan.

"That the original Zaidan shall be constituted of six members.

"That of the Original membership (besides the two *ex officio* members). Three shall be missionaries of the Japan Lutheran Mission of the United Lutheran Church and shall be nominated and elected by the Mission by ballot and one shall be a Japanese member of the Nihon Fukuin Ruteru Kyokwai and shall be nominated and elected by the Joint Executive Committee of that body.

"That in case the number of members of the Zaidan shall, at any time, be increased, or decreased, such change shall be on the basis of the ratio between missionary and Japanese members in the original organization.

"That the Zaidan itself may, at its discretion, elect advisory members to sit with the Zaidan in session without the right to vote.

"Vacancies in the Zaidan shall be filled in the manner analogous to the manner in which the Zaidan shall have been originally constituted: namely, missionaries shall be nominated by the mission and elected by the Zaidan; Japanese members shall be nominated by the Joint Ex. Com. and elected by the Zaidan.

(2) "That we request—to make arrangements to have the members of the proposed Zaidan elected as soon as possible. As soon as these shall have been elected, they shall take the proper steps to secure permission from the government to form a Zaidan. However, inasmuch as from the time of their election, they should act as the Girls' School Promoting Committee, we therefore, recommend that the present Girls' School Promoting Committee shall automatically be dissolved as soon as the personnel of the proposed Zaidan shall have been properly established.

(3) "That, because of her relationship to the proposed Girls' School, Miss Akard be given her furlough one year earlier, viz., in June, 1924, so that she may be back in Japan by the summer of 1925.

(4) "That, for similar reasons, Miss Potts be given her furlough from April, 1925, so that she may be back in Kumamoto before the opening of the school in the spring of 1926.

7. Voted, on recommendation of the Women's Work Committee, that Miss Annie Powlas be given her regular furlough from June, 1924.

8. Voted, (a) that we create, in our Mission, the office of Busi-

ness Secretary, and that the incumbent of this office reside in the city in which the Mission Treasurer resides, and be expected to do such clerical and other work as the officers of the Mission may refer to the office, or as much of it as the incumbent of the office may be able to do. (b) that we ask Miss Reba Hendrickson to become Business Secretary of the Mission from September of this year (1924), and to reside in the city in which the Treasurer resides.

9. The following were elected as the three missionary members of the proposed Zaidan for our Girls' School:

Miss Marion Potts, Rev. E. T. Horn, Dr. C. K. Lippard.

10. The following proposed Zaidan Articles, submitted by the Girls' School Promoting Committee, were approved by vote of the Mission (Slight amendments subsequently made by the Mission are included):

ARTICLE 1.

This Hojin (legal Person) shall be styled (name of school to be supplied) Zaidan Hojin.

ARTICLE 2.

The object of the Hojin is the establishment and maintenance of ..... Gakuin for the carrying on of common and higher education upon Christian principles, and especially in the Bible and Kindergarten Training Departments, for the training of women for Christian service, in accordance with the conditions set forth in the following Article.

ARTICLE 3.

..... Gakuin established and maintained by the Hojin shall always be a Christian institution, and its standard of doctrine shall be the fundamental principles of the Lutheran Church as set forth in the twenty-one articles of the Augsburg Confession.

ARTICLE 4.

The office of the Hojin shall be located at ..... Kumamoto City, Kumamoto Ken.

ARTICLE 5.

The property of the Hojin is of two general classes:

1. a. The movable and immovable property (school land, buildings, etc., to be described later.
   b. Annual grants from the United Lutheran Church in the U. S. A. (amount to be decided later).
   c. Land, buildings, donations of money, and other kinds of property which may be given to the institution in accordance with this Deed of Trust.

2. Endowments (as may be necessary to conform to legal procedure in establishing a Zaidan) and all other gifts given in accordance with this Deed of Trust and designated as endowment.

None of the property held as endowment shall be rented or sold without the approval of the proper government authorities. But the approval of the government authorities is not necessary in case the Zaidan be dissolved and the property be disposed of, as provided for in Articles 14 and 15.

ARTICLE 6.

The number of the Trustees shall be not less than three and not more than nine.

The missionary Principal and the Japanese Head Teacher shall be *ex officio* members of the Zaidan.

The original Zaidan shall be constituted of six members.

Of the original membership (besides the two *ex officio* members), three shall be missionaries of the Japan Mission of the United Lutheran Church in the U. S. A., and shall be nominated and elected by the Mission by ballot; and one shall be a Japanese member of the Nihon Fukuin Ruteru Kyokwai, and shall be nominated and elected by the Joint Executive Committee of that body. In case a Japanese principal be elected, he, or she, and a missionary dean shall be *ex officio* members of the Zaidan.

ARTICLE 7.

The members of the original Zaidan shall be elected to hold office as follows: Of those elected by the Japan Mission of the U. L. C. A., one for one year, one for two years, and one for four years. The one elected by the Joint Executive Committee of the Nihon Fukuin Ruteru Kyokwai, for three years.

Thereafter all members shall be elected for a term of four years.

When through death, resignation, absence, or any other cause, vacancies occur in the Zaidan, they shall be filled in a manner analogous to the manner in which the Zaidan shall have been originally constituted; namely, missionaries shall be nominated by the Mission and elected by the Zaidan; Japanese members shall be nominated by the Joint Executive Committee and elected by the Zaidan.

"In case the number of members of the Zaidan shall, at any time, be increased, or decreased, such change shall be on the basis of the ratio between missionary and Japanese members in the original organization."

The Zaidan may, at its discretion, elect advisory members to sit with the Zaidan in sessions without the right to vote.

ARTICLE 8.

A two-thirds vote of all the Trustees shall be necessary to enable the Hojin to sell, transfer, mortgage, or take any other measure affecting its title to the whole or a part of the real estate belonging to it; and this

provision shall apply to valuable personal property also. (The distinction here is between land and buildings on the one hand and equipment and like valuables on the other.)

ARTICLE 9.

Excepting in the case of funds to be expended within a month, gifts of funds received by the Hojin shall be deposited in some safe bank, or invested in trustworthy bonds; and the interest so derived shall be added to the principal without any delay beyond that occasioned by the regulations of the bank, or the terms of the bonds.

ARTICLE 10.

The Hojin shall have a President, a Secretary, and a Treasurer. The Secretary and Treasurer need not themselves be regular members of the Hojin.

The President shall preside at the meetings of the Hojin and shall represent the Hojin.

The Secretary shall attend to the ordinary business of the Hojin; keep the minutes of the Hojin, and also any other records; and shall prepare reports for presentation to the Hojin.

The Treasurer shall receive, disburse, and keep account of funds; and shall prepare financial reports.

ARTICLE 11.

The Hojin shall hold, at least one stated meeting during every year. When the time and place of meeting have not been determined by the Hojin itself, they shall be determined by the President in consultation with the Secretary.

Notice of the time and place shall be given five days before the day of meeting.

At stated meetings of the Hojin, when not otherwise provided for in this Deed of Trust, a majority of the members shall form a quorum; and a majority of those present shall decide questions. Absent members may vote by letter.

Special meetings of the Hojin may be called by the President.

When a special meeting is called, the procedure and law of decision shall obtain as in the case of stated meetings.

ARTICLE 12.

It is the right and duty of the Hojin to manage ..... Gakuin.

ARTICLE 13.

The rights and duties of the Hojin in managing ..... Gakuin are the following:

1. The appointment and removal of the President and all other officers of the institution. For the appointment and removal of the President a two-thirds vote of the entire Hojin is necessary.

2. The appointment and removal of teachers and the assignment of their subjects.

3. The fixing of the amount of salaries of all teachers and others who receive their salaries from the institution.

4. Decision upon the budget and Treasurer's report; oversight of all the finances; and the preparation and preservation of annual reports.

5. The superintendence of the Faculties of the several Departments.

6. Decision upon all other matters that may be provided for in this Deed of Trust.

7. Decision upon all other matters pertaining to the administration of the School.

ARTICLE 14.

The Hojin may be dissolved by a two-thirds vote of all the Trustees at a meeting specially called for that purpose.

ARTICLE 15.

If the Hojin be dissolved, the last Trustees shall dispose of the property in accordance with the following stipulations:—Such disposition to be made in accordance with Article 11.

1. The Board of Trustees may transfer the title to the property to one or more incorporated Christian schools as described in Article 3, which shall hold and manage the property for the carrying on of Christian education for young men, or young women.

2. In case there be no Hojin that meets the above condition, the Board of Trustees shall sell the property, or make an estimate of its value, and shall return the proceeds of the sale, or the property itself, to the original donors, either bodies or individuals, or to their successors, proportionately to the amount received from them.

ARTICLE 16.

With the sanction of the proper authorities, this Deed of Trust, excepting Articles 2, 3, and 14 may be amended by a two-thirds vote of all the Trustees at a meeting specially called for the purpose. Absent members may vote by letter.

11. Voted that we ask our Board to secure for Kyushu Jo Gakuin a gymnasium teacher and a domestic science teacher, with special stress on the immediate need of the gymnasium teacher.

12. Voted that we accede to the request of the Newspaper Evangelism Committee regarding Rev. C. E. Norman for managership of the Fukuoka Shinseikwan, provided such work does not interfere with his giving at least half of his time to regular work in our own Mission, and that the Newspaper Evangelism Committee be informed that if such an arrangement is satisfactory to them, they may feel free to open negotiations with Rev. Mr. Norman.

13. Voted that we ask the Women's Board to make a special case of the residence of the Japanese Dean, appropriating five thousand dollars over and above the amount already granted for the Girls' School.

14. By a unanimous vote the Mission decided to send to the "President of the Nenkwai of the Evangelical Lutheran Church in Japan, and its Constituency, both Pastors and Laymen," a letter expressive of its attitude of good will, and of its regrets concerning the embarrassing situation caused by the recent American immigration legislation.

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